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The University of Southern Mississippi

Faculty Senate Minutes

September 24, 1999

Members Present: **College of the Arts:** Kimberley Davis, DeAnna Douglas, Shellie Nielsen; **College of Business Administration:** Trellis Green, Bob Smith; **College of Education and Psychology:** Sheila Alber, Jesse Palmer, John Rachal, Lillian Range, Marvin Lanmon; **College of Health and Human Sciences:** Susan Graham-Kresge, Mary Frances Nettles; **College of Liberal Arts:** Karen Austin, Michael Dearmey, David Goff, Linda Dysart Goff, Allan McBride, Alexandra Jaffe, Art Kaul; **College of Science and Technology:** David Beckett, Douglas McCain, Bob Coates, Dean Dunn, Mary Dayne Gregg, Charles Hoyle, Mary Lux, Grayson Rayborn; **Institute of Marine Science:** Steven Lohrenz; **Gulf Park:** James Pat Smith; **University Libraries:** Sherry Laughlin, Karolyn Thompson.

Members Represented by Proxy: **College of Business Administration:** Ernest King (pr. Trellis Green); **College of Health and Human Sciences:** Susan Hubble (pr. Jan Drummond), Michael Forster (pr. John Rachal); **College of Liberal Arts:** Charles Bolton (pr. John Guice), Kim Herzinger (pr. William Cuskin), Stephen Oshrin (pr. Jan Drummond); **College of International and Continuing Education:** Mark Miller (pr. Karolyn Thompson).

Members Absent: **College of Business Administration:** Scott Magruder; **College of Nursing:** Janie Butts, Norma Cuellar; **College of Science and Technology:** Lida McDowell; **Gulf Park:** Darlys Alford.

Business Meeting:

1.0 Call to order The Business meeting was called to order at 2:00 p.m.

2.0 Approval of Agenda The agenda was approved as distributed.

3.0 Approval of Minutes The June minutes were approved as distributed.

4.0 Executive Committee Reports

4.1 President's Report Art Kaul

IHL: *The IHL approved pay raises for all university presidents, retroactive to July 1, and rejected proposals to limit university foundation's contributions to presidential salaries. Presidents of USM, Ole Miss, Mississippi State and Jackson State will receive \$150,000 base salary. Foundation supplements currently are: \$50,000 at USM, \$100,000 at Ole Miss, \$150,000 at Mississippi State, bringing total salaries to \$200,000 at USM, \$250,000 at Ole Miss, and \$300,000 at Mississippi State. Presidents of Alcorn State, Delta State, MUW, MVSU will receive \$134,000 base salary. Their salaries and that of Jackson State have not been supplemented by university foundations. It was noted that President Fleming told a Sept. 13 Cabinet meeting that 1) he did not believe it was in the long term interest of foundations to fund presidential salaries, 2) that foundations should not subsidize presidential salaries for lack of state funding, and 3) that he, personally, viewed the matter as a "moral issue" especially when he noted that staff members earn as little as \$12,000 a year. President Fleming knew what the salary was when he came here so he felt that it wasn't an issue with him. However, in terms of his successor, salary issues could be a problem in terms of marketplace, etc.

J. Pat Smith asked what was included in foundation packages-automobile, homes-or are all those things separate from the foundation packages?

A. Kaul understood those things were separate. Figures he cited were actual dollars laid on top of the state salary.

*The IHL heard an hour long proposal for a multi-billion dollar development of the Point Cadet area of Biloxi. This proposal would move USM's facilities from its present location to a site north of U.S. 90. No action was taken, pending reports from IHL consultants. There are some interests on the coast such as hotels, the Convention Center, etc. who want to see Point Cadet developed.

*The College Board approved emeritus status, effective June 1999, for eight retired USM faculty members: John Alcorn (Psychology), Lucy Bates (Nursing), Carlos Boyte (Technology Education), Iva Brown (Science Education), Donna Connerly-Stewart (Technology Education), Kenneth McCarty (History), Florence Myers (University Libraries), and Mary Sisemore (Nursing).

*In July, the College Board approved the following construction projects: A \$25 million three-story

student life center; \$767,000 brick pedestrian plaza; \$13 1/2 million for 2 adjacent, four-story residence halls; design work for a \$2.5 million renovation of the Fairchild Field House; initiation of plans to construct a \$5.6 million building for USM's College of International and Continuing Education; design work on planned construction of a \$2.1 million addition to the DuBard School for Language Disorders; \$250,000 in existing funds for a softball field for the women's team; \$900,000 for six new varsity tennis courts; \$153,000 expansion of the 3-D Art facility; \$267,000 for fire alarm systems in several buildings; \$295,000 to re-roof the Chain Technology Building; and \$585,000 project to install a new heating and air-conditioning system at the Owings-McQuagge Building.

*The Center for Gifted Studies was named in honor of Dr. Frances Karnes.

Presidential Cabinet Meetings: *Dr. Anthony J. Harris was introduced as the new Executive Assistant to the President. He assumed his duties Sept. 7, replacing Dr. Larry LeFlore. Dr. Harris served since 1977 as Associate Vice President in the Office of the President and the Office of the Vice President for Marketing at Texas A&M University at Commerce. He earned a Bachelor's degree in Spanish and a Master's degree in Counseling from USM and a PH.D in Counseling from Texas A&M at Commerce. President Fleming appointed a seven-member "review committee," including the Faculty Senate President, to, in his words, "not function as a search committee in the conventional sense but . . . advise me in the hiring of a person whose role and responsibilities are important to me personally in doing my job effectively." The Review Committee met with the President on July 26, reviewed 11 applicants (one did not meet stated qualifications), and recommended five applicants (three internal, two external) for consideration. Two days later, the committee was notified that President Fleming had selected Dr. Harris for an interview on Aug. 2. Four Faculty Senate members participated in the various stages of the interview process and provided their observations via rating forms. An Aug. 23 USM Public Relations press release announced that Dr. Harris had been hired.

J. Rachal, who was at one of the interviews, was asked to offer his observations. He commented that in a one hour meeting he was very impressive, very smooth, very articulate, and he could see how Dr. Fleming might like him.

A. Jaffe asked if he was one of the five candidates. A. Kaul stated that he was part of the initial pool and one of the final five.

A. Jaffe asked if anyone else was interviewed. A. Kaul said no. Dr. Harris was an invited candidate and held aspirations to be a University President.

*Southern Miss anticipates launching a \$100 million (possibly more) fundraising campaign in Spring 2000, with the goal of raising \$40 million for scholarships, \$25 million for faculty development including endowed chairs, \$15 million for Gulfpark, \$10 million for library and information services (technology), and \$10 million for athletics. A final feasibility study is expected to be completed in December 1999. A special cabinet meeting will be held the first week in October where a presentation about that feasibility study will be made.

* Vice President for Business and Finance Lynda Gilbert reported that a legislative mandate will require all state employees, including university administrators, faculty and staff, to be paid bi-monthly. She anticipates beginning the bi-monthly pay schedule for staff in January 2000 and for faculty in July 2000. The mandated implementation deadline for this pay schedule is July 2001.

T. Green asked how it would affect the summer pay schedule that just changed. A. Kaul didn't think she knew yet. He has invited her to talk to us in November.

D. Goff - Is there any hint as to the logic behind this? A. Kaul-Apparently state employees several years back lobbied the legislature for this. J. Palmer was asked to comment. He said that by going to this system you would only have two payroll systems. J Pat Smith commented that another reason behind this kind of system was to help out those state employees making \$12,000-\$13,000 a year who are on the edge with every pay check.

* Legislative Weekend is scheduled for Oct. 16. Faculty are highly encouraged to participate, especially as Southern Miss begins budget hearings and negotiations this fall.

* Cabinet members were reminded that "Southern Miss" is the official nickname of the University--not USM, not Southern, etc.--and that consistent usage of "Southern Miss" should be encouraged.

Dean's Council: * Graduate School Dean Anselm Griffin, in a June 1999 memorandum to Provost Myron Henry, reported on a survey of eight SUG members (including Mississippi State, Ole Miss, & Alabama) regarding assistantship stipend levels, number of assistantships, tuition waivers, etc. Dean Griffin stated: "The USM graduate assistantship stipend levels are the lowest in the group reporting. We also have a smaller number and percentage of our students receiving University assistantship support that the

others. In dollar amounts for assistantships we are the lowest. Particularly disturbing to me are the recent assistantship increases at MSU (GA budget up 10%) and UM (GA budget up 7%) which put those in-state institutions significantly ahead of USM in this area. In regard to tuition waivers our current policy seems in keeping with those of our SUG institutions." A. Kaul stated that apparently we are losing ground.

J. Palmer - Was there a dollar amount? A. Kaul - He did not remember if there were dollar amounts, just percentages.

* In July/August a "Chair/Directors Review" policy was introduced and subsequently approved. According to the policy, there is no limit to the number of terms they may serve, but Chairs/Directors must undergo a review before appointment for each five-year term. The policy requires faculty consultations in the review process. A copy of the review policy was distributed to Faculty Senate members.

M. Dayne Gregg- When this begins, all Chairs/Directors would have the five-year time limit, right? A.

Kaul- Not sure but would go to some sort of staggered implementation. Probably older senior chairs rather than a new chair would probably be the first to be reviewed staggering the others in. B. Smith corroborated that this proposal had come out of the Council of Chairs. B. Smith added that the major motivation was that some people wanted a way to gracefully get out of a job. The other motivation was that occasionally there had not been adequate notification of people who needed to get out of a job.

* The Provost is consulting with the Academic Council regarding revision of the General Education requirements ("Core"). The Academic Council has indicated its willingness to take a leadership role in the process. The Provost said he would like to finish the core revision process by the end of the academic year. This is a high priority agenda item with him. Note: The Academic Council has frozen all requests to modify the core. They also have established a Task Force on Distance Learning to review a variety of issues dealing with online courses and other matters. They are following up on Faculty Senate's resolution passed in April recommending that "the Academic Council and Graduate Council be charged with the examination of academic issues surrounding online courses and the recommendation of policies governing online courses."

S. Lohrenz- Would the Task Force include people outside the council? I think the Provost mentioned that possibility.

A. Kaul- I'm not sure of the final resolution on that. He seemed to want to go beyond the Academic Council in this matter. J. Palmer agreed from his dealings with this last year.

* As of Wednesday, Bucky Wesley, Dean of Admissions, reported that enrollment figures for Fall 1999 are "down across the board." Credit hours are down .4%, FTE's are down .7%, headcount is down 2.32%.

* Provost Henry encouraged faculty to attend next Thursday's, Sept. 30, University Convocation in Bennett Auditorium at 3:30 p.m.

State Faculty Senates Association Meeting: * Association members have been asked to have their respective Faculty Senates consider endorsing the USM Faculty Senate's resolution on Restoration of Faculty/Staff Tuition Benefits and the Portability of Faculty/Staff Tuition Benefits. Mississippi State's Faculty Senate has endorsed the resolutions. The positions of the other Faculty Senates may be known at the October State Association meeting. Pending the outcome, the State Faculty Senates' Association may offer an additional endorsement.

* The Association is expected to consider a resolution to be introduced at its October meeting regarding "post-tenure review". This issue was introduced by the MVSU Faculty Senate President, prompting discussion at the September meeting and a consensus that a resolution on the matter would be discussed at the next Association meeting. A. Kaul pointed out that he thinks it will be something different than the annual review. M. DeArmey commented on Texas and Florida's post-tenure review that happens about every 5 years. B. Smith commented about recent tenure issues whereby one could elect to take tenure or get a raise in salary with a ten year contract.

* The Association also may consider a resolution at the October meeting regarding efforts to require faculty to sign accountability forms for state-owned equipment (ie., computers) they use. The issue was introduced by the MVSU Faculty Senate President. Note: A State field Auditor's report at the time of USM's property inventory recommended: "Individuals should sign an accountability form for everything that is in their area of responsibility." A. Kaul noted the dilemma regarding labs and the individual instructors being held personally responsible for everything in that lab.

Misc.: * Bob Bateman from Science and Technology resigned from the Faculty Senate in June, citing his decision to curb service activities and devote more time to research. Douglas McCain, who had served as Bateman's proxy during a sabbatical leave, has been appointed to fill the unexpired term.

* Bob Smith (Business Administration) has been appointed to serve as Faculty Senate Representative to

the Web Presence Council.

* Freshman Convocation will be held at 4:00 p.m. Monday Sept. 27, in Bennett Auditorium. A reception for Pulitzer Prize winning New York Times Miami Bureau Chief Rick Bragg follows at 5:00 p.m. in the Administration Building. Bragg's book, "All Over but the Shoutin'," was selected for the Freshman Experience Summer Reading Program.

* Several errors in the Faculty Senate roster were published in the 1999-2000 University Committees booklet and brought to the attention of Dr. Clyde Ginn, chair of the Committee on Committees. No one knows where the erroneous Faculty Senate listings came from as none of the Officers were contacted. Efforts will be made to develop a protocol to assure an accurate and complete published roster.

* A copy of the Campus Master Plan for the Gulf Coast was passed around.

* At 10:10 a.m. on Wednesday while attending a Deans Council meeting, Art Kaul got a parking ticket for failure to display a decal that was expired Aug. 31, 1999. The decal was attached to the form taken to the police department Tuesday.

4.2 President-Elect's Report Sherry Laughlin

No report, but she got a ticket, too.

4.3 Secretary's Report Shellie Nielsen

It was noted that the 1999-2000 Faculty Senate information was now posted on the web site. All Senators were asked to check the information for accuracy and send any corrections to S. Nielsen.

4.4 Secretary-Elect's Report Michael Forster

Shellie Nielsen filled in for Michael Forster. Additions and deletions of names of individuals who will need to receive paper copies of the minutes this year were requested. Proxies were announced and an attendance roster was passed.

5.0 Committee Reports Art Kaul reiterated the main charges for each committee (see web site/and or handout)

5.1 Academic and Governance Mary Lux

No report.

J. Palmer suggested that their #2 charge be a priority as some deans have already moved to revamp their College's tenure and promotion documents.

A. Kaul commented that we are unique in that we don't have a University-wide reward system for graduate faculty dealing with doctoral advisement/thesis dissertation service. This is a very time consuming process and some recommendations need to be made regarding that issue.

5.2 Administration and Faculty Evaluations Kimberley Davis

No report.

5.3 Archives Shellie Nielsen

No report

5.4 Athletic Liaison Trellis Green

T. Green asked for volunteers to help serve food at the tent for the Oct. 16 and Oct. 23 games.

5.5 Awards Lillian Range

The committee is soliciting nominees from each College for the HEADWAE award (Higher Education Appreciation Day Working for Academic Excellence). This award, sponsored by the IHL Board, is for a faculty member who exemplifies excellence in teaching, research and service. A letter of support, vitae and up to two other letters of support must be submitted by October 21 for each nominee.

The Faculty Memorial fund is a scholarship awarded to a full-time student with a 2.5 gpa whose parent does not qualify for a full tuition waiver. It is in honor of a deceased faculty member. Any faculty member who came to work here in 1978 or after whose child is eligible for 1/2 tuition waiver is eligible for this award. The committee is also seeking nominees for a new award, The Outstanding First Year Student Advocate. The deadline for this nomination is Oct. 18. This has come out of the Freshman Year Experience program.

5.6 Benefits and Work Environment John Rachal

The committee submitted a resolution regarding the parking situation on campus that deals with the issuance of decals prior to the first day of class, eliminating the grace period for tickets. The following resolution will be voted on next meeting.

Resolution Regarding Parking

Whereas the current policy of not giving tickets to cars without decals for the first three weeks of the fall term both encourages flouting of the normal parking regulations and penalizes faculty and staff, the Faculty Senate urges the administration to:

1. Devise and implement a system prior to the next fall term which insures that student decals are purchased and received prior to the first day of class; and
2. Insure that the campus police begin rigorous enforcement of the parking regulations beginning the first day of class.

In a conversation with Vice-President Linda Gilbert, the question arose regarding all faculty being paid on a 12 month basis rather than 9 month basis. J. Rachal reiterated to her that it needed to be a question of choice rather than a mandate for all.

The issue regarding two paychecks versus three paychecks in the summer was discussed. J. Rachal's survey of his college resulted in 19 in favor of three paychecks and 1 in favor of two.

K. Davis asked if we should poll our colleagues? J. Rachal-Yes, especially if it indicates that there is overwhelming interest in three paychecks, she might be receptive to it.

M. Gregg commented that the extra checks may result in taking out twice as much withholding, retirement etc.

5.7 Constitution and Bilaws Allan McBride

No report.

5.8 Elections Steven Lohrenz

No report.

5.9 Environment (as hoc) -Dick Conville

By being proactive, the committee has found its way into the Strategic Plan and is now referred to as the University Environment Committee. Now that the university has acknowledged the committee there are two major concerns, one that concerns the correction of runoff problems on campus. Glen Matlock will lead a complete tree survey of every tree on the campus. The committee will also survey 10-12 institutions as to how they manage their environment. D. Conville noted that letters have been written to Linda Gilbert regarding the continued destruction of trees on this campus, eg., the new sidewalk by Bond Hall where roots were cut and dirt thrown over the roots, red clay which pushed all the way up to roots of trees in the new Theatre and Dance parking lot which will eventually kill the trees, and the death of three large Magnolia trees that were moved and planted in the heat of summer. Linda Gilbert has been responsive in a positive way to suggestions. The University is now trying to hire a grounds man.

A. Kaul commented that this may be the year to make this ad hoc committee a full standing committee.

5.10 Faculty Development Carolyn Thompson

The Campus Week of Dialogue, which was proposed by President Clinton to encourage positive racial relationships within college campuses as well as between the Academic and Municipal communities, will be held from Oct. 4-8, 1999. The activities were sponsored by the Faculty Development Committee of the Faculty Senate, the Student Government Association, and the Staff Council. Activities included a candlelight vigil, Judge Deborah Gambrell as a keynote speaker on "students perception of race relations," a faculty/student/staff reception, a "Race Relations Forum", and a community service.

Oct 28 or 29 the National Science Foundation is coming to campus to assist faculty.

A. Kaul noted that the statewide Faculty Senate workshop, which will be dealing with tenure and promotion issues and post tenure-review, was postponed to spring 2000.

5.11 Technology Dean Dunn

Bob Smith agreed to serve on the Web Presence council which has officially been recognized as a committee by the Committee on Committees. B. Smith defined the duties of the Web Presence Council as a body that approves web pages of groups or individuals that want to be linked to the University web site. A bi-product of this is their helpful technical suggestions and advice.

In response to complaints that the USM public announcements were flooding the USM talk listserv, a new USM PR listserv has been created to announce the daily and weekly news separate from USM talk.

The Faculty handbook is not formatted to be dumped to a hard copy. A resolution was presented requesting the correct formatting for all personnel-related and strategic documents that were to be accessed via the web site. The following resolution will be voted on next meeting.

Resolution From the Technology Committee

The Faculty Senate Technology Committee recommends to the USM Webmaster, Office of Technology Resources, and the President's Cabinet, that any and all personnel-related and strategic documents now available only on the USM web page be correctly formatted in Adobe Acrobat (*.pdf) format, so they may be printed on desktop computers and printers, thus obviating the need for personnel impacted by these documents to have to purchase "hard copies" of them.

Furthermore, the Technology Committee requests that the Faculty Senate be contacted for membership nominations to the newly-constituted Technology Resources Management Steering Committee, which apparently replaces the former Technology Assessment and Utilization committee.

5.12 University Club Kim Herzinger

No report.

5.13 Parking Committee Bill Scarborough

A resolution regarding parking was moved to new business.

5.15 Faculty Handbook Task Force David Goff

David Goff requested all members of this task force to email their available meeting times so they can get going as soon as possible. He also requested that any concerns regarding the Faculty Handbook be sent to him.

5.14 AAUP Liaison Michael DeArney

Michael Dearney will ask the AAUP to send literature about their services. It is the professional organization for academicians based in Washington D.C.

6.0 Old Business None

7.0 New Business

A Parking Resolution written by Bill Scarborough was introduced. The motion to adopt was made by John Guice, proxy for C. Bolton. J. Pat Smith seconded the motion. J. Pat Smith moved and John Rachal seconded that the Senate rules be suspended so that the resolution could be voted on today. Motion carried. Discussion: D. Beckett remarked that some of the hyperbole needed to be taken out citing ". . .this has become so acute that many faculty members must arrive on campus several hours before the scheduled time of their classes in order to meet those classes in a timely manner". The reality is that parking is not a problem here. You can walk from one part of the campus to the other in 15 minutes. Other discussion and questions centered around gated lots. J. Guice clarified that the idea was that you would have a guaranteed place paid for year by year.

J. Palmer moved to table the motion and Karolyn Thompson seconded. The motion passed with 2 no votes (J. Pat Smith and J. Guice)

John Guice, former President of Faculty Senate, recounted some of the history of the founding of the Faculty Senate, formerly called the Faculty Council. J. Guice pleaded and encouraged all colleagues to be vigilant in faculty governance issues and take membership in the Faculty Senate seriously. He also mentioned that it would be appropriate for someone to write a history of the Faculty Senate.

8.0 Announcements

*D. Conville announced that the United Way campaign was about to start. Kathy Hayman from the bookstore is the cochairperson. The goal this year is \$100,000 and part of this money goes to benefit three agencies on this campus.

He also requested any faculty that are interested in incorporating service learning to call him directly or the office of Service Learning.

9.0 Adjournment The Meeting adjourned at 3:37 p.m..

Respectfully submitted, Shellie C. Nielsen, Faculty Senate Secretary